

PSYCHOLOGICAL MEANINGFULNESS SEBAGAI MEDIASI PENGARUH JOB CHARACTERISTICS TERHADAP EMPLOYEE ENGAGEMENT

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Abstract

Penelitian ini bertujuan untuk mengetahui pengaruh karakteristik pekerjaan terhadap *employee engagement* dan *psychological meaningfulness*, serta pengaruh karakteristik pekerjaan terhadap keterikatan karyawan yang dimediasi oleh kebermaknaan psikologis. Jenis penelitian ini adalah kuantitatif. Jumlah sampel pada penelitian ini adalah 180 responden yang merupakan pegawai PDAM Tirta Dharma Bengkulu. Hasil penelitian ini menjelaskan bahwa, seluruh hipotesis yang diajukan pada penelitian ini berpengaruh positif signifikan. Temuan penelitian menjelaskan bahwa, *employee engagement* karyawan sangat tinggi. Hasil ini menjelaskan kebermanfaatan karyawan dapat meningkatkan keterikatan karyawan terhadap perusahaan. Oleh karena itu, perusahaan PDAM Tirta Dharma perlu memotivasi dan mengapresiasi kinerja karyawan, serta memfasilitasi karyawan dengan lingkungan yang aman dan nyaman untuk dapat lebih meningkatkan kinerja karyawan.

Kata Kunci : *Job characteristics; Employee engagement; Psychological meaningfulness*

Abstract

This study aims to determine the effect of job characteristics on employee engagement and psychological meaningfulness, as well as the effect of job characteristics on employee engagement mediated by psychological meaningfulness. This type of research is quantitative. The number of samples in this study were 180 respondents who were employees of PDAM Tirta Dharma Bengkulu. The results of this study explain that all hypotheses proposed in this study have a significant positive effect. The research findings explain that employee engagement is very high. These results explain that employee benefits can increase employee engagement with the company. Therefore, PDAM Tirta Dharma company needs to motivate and appreciate employee performance, as well as facilitate employees with a safe and comfortable environment to be able to further improve employee performance.

Keywords : *Job characteristics; Employee engagement; Psychological meaningfulness*

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